

Department of Transportation Facts – FY '09

http://www.dot.state.ia.us/



General Information

Address: 800 Lincoln Way
Ames, IA 50010

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 3,032	# PT EEs: 16	# Temporary EEs: 135	Average Length of Service: 17.17
-----------------	--------------	----------------------	----------------------------------

Span of Control: 11.94	% Performance Evaluations Completed: 98.68%	Total Unemployment Insurance Claims: 88
------------------------	---	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	29	45-54	1,222	<25	0	45-54	126	# of Females:	752	# of Males:	2,280
25-34	327	55-64	789	25-34	3	55-64	81	% of WF:	24.80%	% of WF:	75.20%
35-44	623	65+	42	35-44	49	65+	2	Average Age:	48.05	Average Age:	48.59
Employee Average Age: 48.45				Supervisor Average Age: 51.23				Average Length of Service: 16.70		Average Length of Service: 17.32	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	133	# of African-American:	44	# of Non-minorities:	2,893
% of Workforce:	4.39%	# of Asian:	29	% of Workforce:	95.42%
Average Age:	48.41	# of American Indian:	35	Average Age:	48.47
Average Length of Service:	17.14	# of Hispanic or Latino:	25	Average Length of Service:	17.19

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	204	# of Persons With Non-Disabilities:	2,225
% of Workforce:	6.73%	% of Workforce:	73.38%
Average Age:	52.74	Average Age:	48.32
Average Length of Service:	21.65	Average Length of Service:	17.27

Officials/Administrators EEO Category 1: 199	Professionals EEO Category 2: 548	Technicians EEO Category 3: 568	Protective Service: Sworn EEO Category 4: 116
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 337	Skilled Craft EEO Category 7: 1,238	Service/Maintenance EEO Category 8: 26

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 102	Transfer In: N/A
Retirements: 96 (70 were SLIP)	All Terminations: 22	Voluntary Quits: 28	Transfer Out: N/A

# of Classes Used: 177	Most Populous Classes: Highway Tech Associate (719), Equipment Operator Sr. (128), Mechanic (124)
Separations - By Class:	Highway Tech Associate (38), Clerk-Specialist (7), Drivers License Clerk (5), Equipment Operator Senior (5)
# Eligible for Retirement:	943 in next 5 years % Eligible: 31.10%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$825,385.85	Sick Leave Payouts: \$186,990.45	Annual Payroll: \$171,373,741	Avg. Base Salary: \$53,380.12	Overtime Days Worked: 44,266.3
Overtime Cost: \$11,841,419.46	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$172,788.16	Vacation Pay - Earned Value: \$14,031,935.98	Vacation Days Earned: 91,836.9	Vacation Used Expense: \$13,264,749.82	Vacation Days Taken: 85,034.4
Workers' Comp Days Used: 2,184	Sick Leave Days Earned: 61,572.9 Sick Leave -Earned Value: \$8,958,645.92	Reg. Sick Leave Used Expense: \$4,367,450.37	Reg. Sick Leave Days Used: 22,493.5 Avg. Sick Leave Days Per EE: 7.42	Converted Sick Leave To Vacation Days Used: 5,375.3 Converted Sick Leave To Vacation Used Expense: \$433,692.51
Injury Leave Used Expense: \$96,353.34	Injury Leave Days Used: 555.3	Classification Appeals: 1	Reclassifications Up (Filled): 30 Up (Vacant): 31 Down (Filled): 0 Down (Vacant): 12 Lateral (Filled): 0 Lateral (Vacant): 11 Approx. Annual New Cost of Reclassified Positions:* \$176,394.40	Grievances Contract Grievances: 44 Disciplinary: 21 Language: 23 Non-Contract Grievances: 3 Disciplinary: 2 Language: 1 Arbitrations: 1
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$1,236.93		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	Special Duty Pay: \$1,019.20		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 65 Gains/Losses (FY '09): -15 End of Year (FY '09) UU: 80	Minorities: Begin of Year (FY '09) UU: 62 Gains/Losses (FY '09): -9 End of Year (FY '09) UU: 71	PWD: Begin of Year (FY '09) UU: 75 Gains/Losses (FY '09): -12 End of Year (FY '09) UU: 87
--	--	--

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: January 2010